

# careermag

## FOR PARENTS

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Results Day - help for parents

Looking after your child's mental health

Diversity & Inclusion

Getting  
ready for  
Results  
Day!



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**Careermag for Parents**

Issue 4 | July 2020





# Civil Engineers Shaping the World

**Civil engineering is an exciting career.** Designing, building or solving problems – it's a truly rewarding vocation that transforms lives.

A civil engineering **apprenticeship** is a great way to enter the profession, for young people to **earn while they learn**.

What's more, the Institution of Civil Engineers supports apprentices on their path to a professional qualification to help them **stand out from the crowd**.

- Civil engineers earn an average salary of £46,369\*
- Civil engineers are in demand across the UK and the world
- Professionally qualified engineers have high status similar to doctors and lawyers

\*The Engineer Salary Survey 2019



**Frances Ratcliffe, Lead Consultant, Fife Council**

Apprenticeships are a fantastic way to develop staff. While apprentices study, they also provide a valuable service for us, and by the time they complete their studies, they not only have the academic qualifications we need but have experience in practice too.

I enjoy playing a role in improving my surroundings as a civil engineer. An apprenticeship is the perfect mix of practical experience and education which will develop you into a highly trained, capable engineer.



**Umar Malik, Apprentice, AECOM**

## Civil engineers transform lives

Find out how ICE can transform yours

[ice.org.uk/future#apprenticeships](https://ice.org.uk/future#apprenticeships)

Follow us! @ICE\_schools @ICE\_engineers



# Five things you need to know about T levels

Starting this September, Government is introducing new T levels to provide young people with a technical alternative to A levels once they've finished their GCSEs.

**D**eciding what path to follow at 16 is a difficult decision for many young people – who very often draw on advice and guidance from their parents and teachers to help them make the right choice for them.

Here are five things you need to know about T levels:

- 1. They'll provide a new, work-focused alternative to A levels for young people**
- 2. They're being developed in close consultation with business and current practitioners**
- 3. They'll include a substantial 'industry placement' to help young people develop skills**
- 4. They'll provide a structured route to higher education and work**
- 5. They're being phased in from this September**

NCFE is working with Government, business and current practitioners to develop the qualifications that will underpin T levels for the education and childcare, digital, health and science sectors. For more information on T levels and the work we're doing to develop them, go to [ncfe.org.uk/t-levels](https://ncfe.org.uk/t-levels)

T levels are new, high-quality, work-focussed alternatives to A Levels for young people once they've completed their GCSEs.

Designed to help bridge the gap between the classroom and the workplace, T Levels are two-year programmes which combine technical learning with vital hands-on work experience through industry placements.

Equivalent to three A Levels, T Levels will equip students with the practical skills and knowledge they need to progress into the workplace, university, or a higher level apprenticeship.

Currently, vocational students can choose between thousands of different courses and qualifications. T Levels have been introduced by the Government to help provide a clearer choice for students and employers and ultimately provide better outcomes for young people.

## Qualifications trusted by employers

There will be 25 different T Level qualifications made available to learners across the UK.

They will span 11 different industry sectors, including agriculture; environment and animal care; business and administration; catering and hospitality; childcare and education; construction; creative and design; digital; hair and beauty; health and science; and legal, finance and accounting.

Each programme has been developed in collaboration with sector experts and leading employers to ensure they meet the needs of the workforce and set learners up for success.

## Available from September 2020

T Levels are being introduced as part of a phased roll out, with the first 3 being available at selected colleges from September 2020. These will be in:

- design, surveying and planning for construction
- digital production, design and development
- education and childcare

A further 7 T Levels will be available in September 2021 with the remaining courses starting in either 2022 or 2023.



**Julie Hyde**  
Executive Director, NCFE

**ncfe.**





# Do your best work ever.

At IBM, our School Leaver Programmes are all about picking up skills for the workplace and embarking on a long and successful career. We offer a range of Advanced, Higher and Degree Apprenticeships and a Gap Year Scheme, in both Business and Technical roles. Each pathway gives you everything you need to start your career in the industry!

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# Careermag is going strong - move aside COVID-19

Welcome to Careermag for Parents. Despite the current pandemic, we are committed to providing you with quality, independent information on careers and qualifications. We want you to have all the information you need to support your teenager in these unprecedented times.



**W**e feel for all you parents and guardians who have been doing your best to make sure your youngsters have the best education during lockdown and school closures. As we approach summer, many of you will be wondering what the future holds. Try not to panic and think about the longer game.

Now is a good time to get thinking about careers of the future and how to get them. In this issue we look at business careers and those in health and social care. Both will have strong opportunities going forward, now and in the future, as the UK begins to kick start the economy.

Rachel Johnson, Director of PiXL, has these encouraging words to say:

*I want to say an enormous well done to parents who have had to navigate the challenge of supervising children at home and the demands of work. The last few months have been difficult for many of us but we have also seen some amazing attitudes from young people. We know how well they adjust, how determined they can be and how they can find different ways of entertaining themselves. I have heard stories of young people helping others, volunteering, doing the shopping for neighbours or investing in themselves by doing extra work, taking online courses or by completing as much school work as they can. I know there is some concern about the amount of work that students have to catch up. Remember that teachers know how to meet young people where they are at and take them where they need to be. With your support at home and the school working hard to get them where they need to be, your child will be able to thrive at school again.*

We hope you will find inspiration from this edition of Careermag for Parents. You can also find a library of useful videos from employers at CareermapLive.

Keep safe and well!



The Careermap Team



# My Apprenticeship Journey



## Charlotte Cox Apprentice

Charlotte is a signalling apprentice in her first year of the engineering apprenticeship scheme.

We caught up with her to find out about her journey so far.

### All the right signals

Why were you interested in the in the Network Rail engineering apprenticeship scheme?

"The scheme interested me because the wage was high enough to make it realistic for a mature student. It's a great opportunity with many progression prospects, even if you don't have the previous engineering experience. I previously worked in the healthcare sector for 7 years so it's what i was looking for. It's a career for life".

What do you enjoy most about the scheme?

"Earning whilst learning, practical sessions and the breadth of skills and knowledge I'm learning".

## Signalling

**Signalling apprentices at Network Rail are responsible for maintaining the equipment that moves the trains safely in a highly complex and fast-moving environment. No two days are the same.**

Our signalling systems keep millions of people safe. Every day we check, test, clean and fix thousands of signals throughout the country. This is done by taking and recording electrical and mechanical values of equipment.

Signalling covers a wide range of equipment and technology, from mechanical and electrical to computer-based systems, and safety and performance enhancement schemes. These systems make sure trains are safely spaced and switch from one track to another. They alert signallers to train movements, warn drivers and can stop trains automatically.

Signalling apprentices at Network Rail work in small close-knit teams to maintain the signalling equipment. They could find themselves working on major signalling failures to get trains running again and people home, or supporting a large engineering project with the refurbishment and renewal of points operating equipment.

Signalling is a technically demanding role where attention to detail, problem solving and the ability to work in a safety conscious way as part of a team are all crucial skills to have.

## "Diversity, Community, Achievement"

Can you tell us about some of the exciting projects you've been involved in?

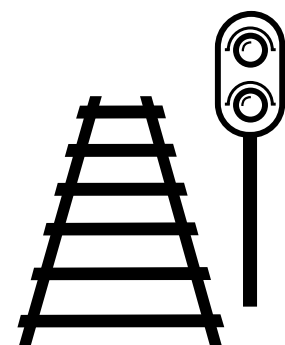
"I'm a Diversity and Inclusion Champion at Network Rail which allows me to get involved in lots of positive projects outside of my normal apprenticeship work. I was asked to mentor several students during my time living and learning at Westwood which I found really rewarding and have also lead many charity and mental health awareness events".

What type of skills do you think an apprentice needs to have?

"Diligence, determination, willingness to learn and succeed".

If you could sum up being an apprentice with Network Rail in three words what would they be?

"Diversity, community, achievement".





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## About Careermag

Careermag publications are designed to provide quality, up-to-date information about careers and qualifications. Careers are not a linear path and you cannot know what you don't know. We aim to inspire and inform about all sorts of careers and opportunities, now and in the future. We look at all the pathways you can take, be that vocational, academic and/or professional.

We welcome your input! Please get in touch if you have any questions or something to contribute.

Contact the Editor at  
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[www.careermag.co.uk/careermag](http://www.careermag.co.uk/careermag)

Careermag is an excellent resource for schools, colleges and sixth forms. If you would like to receive bulk print copies, email Jodie at [info@careermag.co.uk](mailto:info@careermag.co.uk)



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# Understanding your child's post 16 options

The COVID-19 pandemic has led to education being a combination of remote learning and face-to-face contact in schools. Despite these uncertain times, there is still a vast amount young people can do to prepare for the next steps with your help.

**T**here is no question that the process of making decisions about the future is particularly challenging at present. Though nobody is under any illusion that the labour market is going to be under pressure following the pandemic, there are many grounds for hope and optimism. The crisis will pass and the most powerful way of preparing for the future is through education.

If your child is in secondary school, advice and guidance will certainly still be provided. All schools are required to have a careers education and guidance programme and will be able to point to a whole host of online resources which provide information and insights into all kinds of careers. Nevertheless, there is nothing employers, college and university admissions tutors like more than young people who have shown the initiative to find out what they have to offer and ask questions.



# Here are some tips and ideas for parents

- 1. The range of opportunities out there for young people is vast and exciting.** Don't let them be demoralised by the often gloomy messages in the media.
- 2. Encourage and help them to use the increased time at home to explore different careers.** Help them to find out as much as possible about the different jobs people do, what the entrance requirements are and what would help them to prepare.
- 3. In the 21st century job market, it is highly unlikely that any young person will remain in one job for life.** As new technologies and ways of working develop they will constantly be learning new skills. This is why the pre-16 curriculum is designed to provide a broad basic education. When making choices at 16 there is, therefore, every reason for young people to choose those courses that motivate and interest them and are suited to their aptitudes.
- 4. Young people do not need to choose a specific career at this stage.** There is plenty of time for that and it makes sense to keep their options open.
- 5. Now that everyone remains in education or training until 18 there is a range of pathways at 16:**  
**Going into the sixth form in their current school or at a college.** Most school sixth forms offer A Levels in most subjects and some BTEC options which are more vocationally oriented. Access to these courses will depend on GCSE grades so it is important to understand entry requirements and ensure those course choices are realistic.  
**Applying for vocational courses in a further education college.** These courses are operated at different levels depending on GCSE grades achieved at schools. It is not too early to pick up a prospectus and go along to open days or check the college website for virtual tours.  
**Applying for an apprenticeship.** At the age of 16, these will tend to be at level 2 which is equivalent to GCSE standard. Often successful apprentices at this level progress into high training after completion but there are plenty of routes into apprenticeships including ones at degree level at the age of 18 so that route does not need to be chosen at 16.
- 6. Choices at 16 will depend partly on any ambitions they might have for the next steps at 18.** Whichever route is chosen, it will be important to research these early and take professional advice from a careers adviser.
- 7. University is one option which will continue to be suited to many young people.** If university is the planned destination it is probable that a traditional A Level course will be most suitable. If they want to go for a specific degree such as medicine subject choice will matter and it is important to take advice. They can find out about universities via the UCAS website and even do virtual tours.
- 8. But university is not the only route.** Higher and Degree level apprenticeships provide the same qualifications through an employment route. There are a growing number of highly desirable qualifications with no tuition fees, paid work and lead to a wide range of different professions. I would certainly advise parents to research these highly desirable and competitive options seriously. Read more about apprenticeships on page 28.
- 9. A key driver for these choices should be based on your child's personality, interests and aptitudes. Some things to consider:**  
 Do they want to continue with academic study or would they prefer more practically oriented courses?  
 Would the school environment be more or less suitable than a college environment?  
 If the school has a sixth form, will it be better to stay in a familiar setting where the teachers and students already know each other or would a change of setting such as a college be advisable? Where is the desired choice of subjects available and what do past results look like? It will be important to research any change carefully, visit any other institutions and take the advice of teachers and professional careers advisers.
- 10. It is important to investigate the range of careers in different sectors.** For example, when thinking about a career in health becoming a doctor is only one role. There are literally hundreds of others. You can read more about them in the Sector Spotlight on Health & Social Care on page 15.



**Brian Lightman** has broad experience in education spanning 41 years, including two headships and president General Secretary of the Association of School and College Leaders.

Now a self-employed education consultant, his wide ranging portfolio includes working with schools, and leading on careers education for the PiXL network of over 3,000

schools. Brian is a non-executive director of the Careers and Enterprise Company.

As young people approach decisions at 16 it is really important to explore what is available. Careermap for School Leavers and the excellent **Careermap.co.uk** website are a great starting point.

My final piece of advice is to encourage your child to 'think outside the box'. There is ample research showing that many young people tend to make choices based on their own limited experience or understanding of the range of opportunities available. Exploring a route to the next steps in their lives is an exciting process for you and your children to explore together.



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## APPRENTICESHIPS

With over 90% of new soldiers enrolling on an apprenticeship scheme, the Army is the biggest employer provider of apprenticeships in the UK.

There are over 40 different apprenticeship schemes across a wide range of areas: from network engineer to intelligence analyst to equine groom. Soldiers working towards an apprenticeship are fully paid as a soldier; completing an apprenticeship demonstrates professionalism which helps soldiers progress in their career.

## DEGREES

The cost of university can seem daunting and unaffordable for many young people, but did you know that the Army offers many ways to fund degree level qualifications?

There are two main ways the Army funds degrees: financial awards for students at university before they join the Army, and funding university for serving personnel. There are bursaries available for any UK university undergraduate course, with higher awards available for STEM, nursing and medical degrees.

VISIT US AT [HTTPS://APPLY.ARMY.MOD.UK/BASE/FUNDING-UNIVERSITY](https://apply.army.mod.uk/base/funding-university)

## CASE STUDY

# CACHE qualification fuelled learner's passion for Early Years



Jake, a former learner at New City College, shares an insight into how studying a CACHE qualification helped secure him a place at university and successfully set him on an aspirational journey towards becoming a primary school teacher.

**C**urrently studying a BA (Hons) in Primary Education at Canterbury Chris Church University, the CACHE qualification provided Jake with a solid foundation of knowledge and experience in Early Years Education.

## Broad and in-depth foundation

The varied nature of the CACHE qualification gave Jake the opportunity to develop a wide range of skills that helped prepare him for the next stage in his development – from paediatric first aid to an understanding of the national curriculum. Jake commented:

*"The CACHE qualification provided me with a broad and in depth foundation of understanding in Early Years Education, helping me secure a place at university. It helped reconfirm my belief that I wanted to work in the sector and fuelled my passion for Early Years. I'm now on route to achieving my dream of becoming a Primary School Teacher."*

## Quality hands-on placement experience

Reflecting on his experiences of the qualification, Jake said: *"I would without a doubt recommend CACHE qualifications to other learners. I enjoyed the placement opportunities that were available as part of the course, these provided an important insight into how nurseries and schools operate. The 'hands on' approach to learning really broadened my understanding into the ways practitioners can help support children in their development."*

*"The creative and innovative teaching provided learners with a unique experience on how rewarding a job in childcare and education is."*

## Building strong bonds

Although he's only been involved with the sector for a short time, Jake has already experienced plenty of career highlights, which he has experienced through placements and part time work, which he fits in around his studies.

He explained: *"One of my highlights was getting an amazing bank staff role at a local nursery, where I have worked for 7 months now. The role has given me an opportunity to expand my pedagogy further to support children with their learning and development. It's great to build a strong bond with the children and see their daily progress. They love to spend time reading and doing experiments with me. It's an amazing feeling that you have made a difference to children's lives."*

*"It really is the best job in the world!"*

## Could this be a career path for your child?

As the leading sector specialists at the forefront of technical education, CACHE has developed the Technical Qualification for the Education and Childcare T Level which is available from September 2020.

T Levels are new 2 year programmes, equivalent to 3 A Levels, aimed at 16-18 learners to provide them with the knowledge, skills and behaviours needed to progress into skilled employment or higher level studies.

You can find out more about T Levels at [cache.org.uk/t-levels](https://cache.org.uk/t-levels)





# Results Days 2020

## How will exam cancellations impact my teenager's future options?

Recently, many young people have been in touch with us to share their concerns that exam cancellations may negatively impact their future options. We appreciate everyone's concerns and are committed to giving up-to-date information as it becomes available.

**A**lthough the current COVID-19 outbreak has led to exam cancellations, the Government has promised to ensure pupils' opportunities will not be hindered because of it. They are making it a top priority to ensure every pupil receives a grade which reflects their true potential. This will be measured on a combination of: your child's mock exam results, classwork, book work, teachers opinion, non-exam assessments and predicted grades. Each grade will hopefully reflect your child's academic performance and this will be analysed by teacher representations prior to finalising your child's grade.

Ofqual is working with examination boards to moderate grade outcomes. Whether your child decides to go to university, college or take an apprenticeship – they should have the same prospects as they would have done had your child sat the exams.

### What if my child doesn't agree with their grade?

If your child doesn't agree with the grade they are awarded then they can challenge it. This will give them the option to sit the exam when schools and colleges reopen their doors - so don't worry! Your child will always have options.

### My child is looking for an apprenticeship, will there be fewer positions available?

In short, there could be.



COVID-19 is having a huge impact on the economy as many workplaces have been forced to close or have employees work from home. The Government supported furlough scheme ends at the end of October 2020. Sadly, this is likely to mean many more redundancies as employers struggle with the economic impact of the pandemic.

However, there is a general feeling amongst economists that the impact will not be as profound as, say, the recession in 2008. In any case, it is important to remember that this won't last forever as businesses adapt to the 'New Normal'. In fact, when companies do reopen, many are going to need apprentices more than ever, but in the short term, their main priority has to be worker safety.

The economy will need to adapt to life after coronavirus and when employers restart their recruitment campaigns. Employers are still hiring, however, it's worth bearing in mind that start dates may well need to be pushed back and if interviews do take place, they will all be done online. The good news is that Chancellor Rishi Sunak has announced a "brand new bonus" for employers to hire apprentices over the next six months.

### Should my child still apply to apprenticeships?

Yes, definitely! If your child is hoping to get onto an apprenticeship then they can still apply. It's worth remembering that there may be fewer listings available as some employers have frozen their recruitment campaigns but this certainly isn't always the case.



*Whichever career route your child is considering, remind them that life goes on and whatever shape the New Normal takes, exam cancellations will not hinder their future opportunities.*

You might be surprised that at the time of writing this, Careermap actually had 12,862 apprenticeship opportunities available, which proves there are still plenty of opportunities out there!

### **My child wants to go to university, should he/she defer their place?**

As the COVID-19 pandemic is putting a hold on life, your child may be considering whether to go this autumn or defer university entry until 2021. Although there is no right or wrong answer, it's important to make a list of pros and cons. And it is crucial to research course and university requirements. For example, some courses such as medicine discourage, or in some cases don't permit, deferred entry.

Due to coronavirus, many universities are opting to offer online only courses for the autumn term or even for the 2020-21 academic year. Many are planning for 'blended learning' or a mix of online and classroom sessions. All are making young people's safety a priority and want to make sure that they are offering a quality and positive experience in any way they can.

This might suit some students; it won't suit everyone. Whether it be that online learning is not your child's preferred method of learning or your child is worried about missing out on the full university experience, it is essential to find out what their shortlisted universities are planning as their approach. Additionally, if your child is serious about deferring their university place, it

goes without saying that they should check whether deferring entry is allowed on their course or at their chosen university. Each will be different, so do the homework!

While the above are all good reasons for your child to defer their university place, it's important for them to also take into account that deferring entry will leave them behind their peers and friends. It will also mean they will then be competing for places with students from next academic year.

Historically, many students who chose to defer a university place chose to take a gap year. Due to current travel restrictions and other restrictions caused by the pandemic, options will be limited. That is not to say there are not opportunities, and there is always room for taking time to gain work experience or have a wonderful experience and build skills through volunteering.

Whichever career route your child is considering, remind them that life goes on and whatever shape the New Normal takes, exam cancellations will not hinder their future opportunities.

We will all get through this together. Stay positive, strong and safe!

Apply for live opportunities on [careermap.co.uk](https://www.careermap.co.uk)



# The next level in technical education

Starting this September, Government is introducing new technical qualifications for young people with a technical alternative to A levels once they have completed their GCSEs. Here's everything you need to know.

## T Levels at a glance

- 2 2 year courses
- Equivalent to 3 A levels
- Created alongside employers
- Offering industry placement
- Providing UCAS points
- 11 Available across 11 industry sectors



## At the forefront of technical education for over 170 years

NCFE is working with Government, business and current practitioners to develop the qualifications that will underpin T Levels for the following subjects:

- Education and Childcare
- Digital
- Health and Science

# Technical education

T Levels to provide  
e they've finished

**“Completing NCFE qualifications has helped build my confidence by giving me the opportunity to gain work experience and develop my skills.”**

**Jack Tear**  
NCFE Learner



**“MY CACHE qualification has reaffirmed my self-belief, not only in my ability to achieve success, but in my aspiration to work in childcare. I now feel confident about taking on new challenges in my future.”**

**Bethan Robinson**  
CACHE Learner



**Find out more about T Levels supported by NCFE and CACHE.**

 [ncfe.org.uk/t-levels](https://ncfe.org.uk/t-levels)



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Safety, Health, Environment  
Technician



## Jake Peters, IT Apprentice

*"Within three months of this  
apprenticeship, I'd already learned  
more than I had in three years  
of a university degree."*



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## SECTOR SPOTLIGHT

# Health and Social Care



## Not all heroes wear capes

Is your child interested in starting a career in health and social care? The opportunities are endless. Although careers in this sector can be extremely challenging they are also highly rewarding. If your child is caring and wants to make a difference to the lives of others, it could be the right sector for them.

**H**ealth and social care professionals are key workers and given the world of today, they have been working in exceptional times as they are fundamentally fighting for people's lives and helping to end the COVID-19 pandemic.

Providing care and support is at the heart of the health and social care sector.

Health care workers are at the forefront of providing quality health care and crucial services like promoting health, delivering health care plans and treatments, as well as preventing disease. Social care workers provide support and care to vulnerable people. They work with a range of people from children, elderly people and families in crisis.



# About Health & Social Care



## What can I do?

There is a broad range of jobs available in health and social care. Working in the sector can involve being employed by the NHS or a private organisation.

Your teenager will be helping people from all walks of life: the elderly, adults, children and babies. They could be providing support to people with mental health problems, physical and learning disabilities as well as people suffering from other medical conditions or helping to combat COVID-19.

Below is a list of just a few of the opportunities in health and social care\*:

### Nurse

A career as a nurse involves providing treatment and support to patients who are injured or sick. They also give emotional support to patients and their families while organising care plans, analysing and recording patient conditions and assisting the doctor.

On average, nurses get paid a salary of £36,400 and work 39 hours per week. The workforce is projected to grow by **10.4%** with a further **54.5%** expected to retire by 2027. This will see a total of **485,000** job openings.

***The NHS in England employs 1.5 million people. It is the country's biggest employer and one of the largest employers globally.***

<https://digital.nhs.uk/data-and-information/publications/statistical/nhs-workforce-statistics/february-2020>

### Care workers and home carers

Carers look after people of all ages, from young to old, those who are suffering from illnesses, have a disability or unable to cope by themselves. A carer will help them with everyday tasks like shopping, cleaning, washing, dressing, cooking and laundry.

The average annual salary for a care worker is £21,320 and they typically work 42 hours per week. The workforce is estimated to grow by **13.4%** and **57.9%** of the workforce is expected to retire by 2027. This will create approximately **660,300** job openings.

### Medical practitioner

Medical practitioners are also known as consultants, GPs and doctors. They diagnose, treat and care for patients suffering from illnesses, infections and diseases, as well as looking after patient wellbeing.

Medical practitioners on average earn £76,440 per year and work a 42 hour week. This career is expected to grow by **10.4%** with **54.5%** of the workforce estimated to retire by 2027. This is projected to create **193,400** job openings.

### Midwife

A midwife is responsible for delivering babies and providing antenatal and postnatal advice as well as support for women, their babies and family.

Midwives get paid an average annual salary of £37,440 and typically work a 38 hour week. The workforce is estimated to grow by **10.4%** with a further **54.5%** expected to retire by 2027. This will create around **35,900** jobs.

\* Stats provided by LMI Careerometer.  
Click here to explore more:  
<https://careermap.co.uk/careerometer/>



## Skills

To work in the health and social care sector, your child will need a range of skills, but most importantly they will need to be caring and passionate about helping people.

Other skills can include:

- Sociable
- Understanding
- Resilient
- Hard-working
- Able to deal with emotionally charged situations
- Good communication skills
- Work as part of a team as well as independently
- Time management

If your child doesn't possess these skills already, many will be developed as they qualify and on the job.



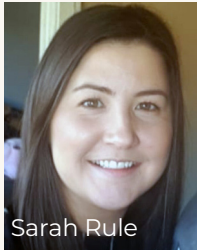
**All NHS Hospital & Community Health Service (HCHS) staff equals 1,134,824 FTE (full time equivalent) in February 2020. This is 3.9% (42,622) more than in February 2019.**

<https://digital.nhs.uk/data-and-information/publications/statistical/nhs-workforce-statistics/february-2020>



## Case Study - Technology in health and social care

**Technology is transforming the health and social care sector in many ways from how professionals treat patients to developing new cures. It sounds futuristic, but 3D printing, robotics and health informatics are just some technologies already in use. Who knows how technological advancement will impact the health and social care sector in the future!**



Sarah Rule

Emerging technologies are set to change the health and social care sector while saving thousands of lives in the process. As technology unites with health and social care services new job roles will occur. For instance, 3D printing will become essential in healthcare. Imagine creating living organisms such as skin. And the ultimate aim is to create vital organs which will save so many lives. What was once a fantasy is quickly becoming a reality!

### Health and Social Care Careers Behind the Scenes

Health informatics is at the heart of improving healthcare outcomes, we caught up with NHS apprentice Sarah Rule to discuss her role as a Cyber Security Analyst apprentice:

I am currently working in the Cyber Security Team as a Cyber Security Analyst for NHS Wales Informatics (NWIS). I started with NWIS as an apprentice after applying for one of four places available. The job role not only included working with the Cyber Security Team but it required me to study for a Cyber Security and Networking Degree alongside it, which is funded by WG. This was a fantastic opportunity, and allowed me the opportunity to study for a degree while learning on the job, and better still earning while I did it all.

While approaching my GCSE's, I was unsure of what I wanted to do after Year 11. Apprentice jobs weren't advertised as much as they are now. I knew that I would have much preferred this way of learning and earning if I had more information while in school.

I wasn't in love with the idea of staying in school for another 2 years then going to university. As much as I wanted to keep learning, I really wanted to work as well. I wanted both. Even though it wasn't straight after finishing school, the apprenticeship gave me the opportunity I was looking for all those years ago!

I highly recommend going down the apprenticeship route, it has allowed me to learn new skills as I learned 'on the job'. It has given me the confidence and knowledge where, after a two year apprenticeship, I am a full time permanent member of staff with NWIS.



## Pathways and qualifications

Each health and social care career will have different pathways to qualify. It all depends on your child's personal preference and the career they're keen to pursue.

Let's take a look at a few of the routes available to your teenager:

### Vocational qualifications

There is a diverse range of health and social care qualifications your child can do without having to go to university.

Relevant NVQ and BTEC programmes include:

- Health and Social Care
- Adult Social Care
- Healthcare Science
- Maternity support work

This is not an exhaustive list but it gives you and your teenager an indication of the routes available.

Some NVQs and BTECs can also pave the way for a degree. Many can be done part-time, which means your child can work and study. Have a look at the following organisations:

- IHM (Institute of Healthcare Management)
- RCN (Royal College of Nursing)
- SCIE (Social Care Institute for Excellence)

### Apprenticeships

The level of Apprenticeship available varies slightly depending on the part of the sector your child enters. Broadly, though, there are four levels:

**Level Two (Intermediate)** – equivalent to GCSEs / Standard Grades

**Level Three (Advanced)** – equivalent to A Levels / Highers

**Level Four / Five (Higher)** – equivalent to Foundation Degree / Advanced Highers

**Level Six / Seven (Degree)** - equivalent to Bachelor's or master's degree  
Health and social care apprenticeships are ideal for young people looking to learn on the job. Your child will combine on the job training with theory relevant to the health and social care industry.





A few health and social care apprenticeships include:

- Adult care worker
- Ambulance support worker
- Healthcare practitioner
- Nurse
- Midwife
- Lab technician

### **A Levels, Highers and Bachelors Degrees**

#### **A Levels**

Health and social care studies at A-Level will help your child to expand their knowledge in health, early years covering care and education and social care. Studying health and social care will also help your teenager to gain an insight into what issues are affecting the industry while they also investigate real-life situations.

Does your child already know that they want to go to university? Head to UCAS and find out which qualifications will be needed for each course. There are hundreds of variations and combinations, so look carefully!

#### **Degree programmes**

Degree level qualifications include higher national diplomas, higher national certificates, foundation degree, bachelor and master degrees. A wide variety of universities offer degrees related to health and social care, such as:

- Health and social care
- Nursing
- Midwifery
- Paramedic
- Medicine
- Radiography

### **More info**

If you want to find out more about working in health and social care, check out the links below:

[www.healthcareers.nhs.uk/](http://www.healthcareers.nhs.uk/)  
[Careermap.co.uk](http://Careermap.co.uk)



***Professionally qualified clinical staff make up over half of the HCHS workforce (53.1% (602,501) FTE) in February 2020. This is 2.7% (16,092) more than in February 2019.***

<https://digital.nhs.uk/data-and-information/publications/statistical/nhs-workforce-statistics/february-2020>





# LAUNCH A FUN AND EXCITING CAREER WITH AN APPRENTICESHIP

DON'T MISS OUT ON WORKING  
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 Choice Care

**care**<sup>UK</sup> 

**Signature**  
setting the standard for senior care

 **Eden  
Futures**



## CASE STUDY

# A career in the NHS. Could your future be part of our future?



The NHS is all about doctors and nurses, right? Wrong!

**T**he NHS is the UK's biggest employer with more than 350 different careers to choose from. You'd be surprised how many of them don't require a degree, aren't directly patient-facing, or aren't clinical or hands on. The COVID-19 crisis has shown more than ever that everyone working in the NHS can make a difference and help others.

Whether you've always wanted to work in health or have never thought about it before, the huge range of jobs in the NHS will amaze you. There are clinical and non-clinical careers. You could be on the front line on a ward or never see a patient and still make a difference to people's lives. From the person who manages the finances to the clerk who books in an operation, everyone makes a contribution to vital services. It all comes down to skills, attitude and teamwork.

We need everyone from biochemists to bricklayers and receptionists to rehabilitation specialists. It's not always easy, but it is rewarding. How many people can leave work every day knowing that what they did really mattered?

Some roles have a specific training route and need academic qualifications. A generous grant is available for many degree courses. For other careers, you can study a range of different subjects and apply them to jobs in the NHS. There are also roles suitable for apprenticeships, conversion courses and on-the-job training. And, looking ahead, there are various graduate schemes too.

The NHS offers a fair and transparent pay structure with competitive and flexible benefits, including one of the most generous pension schemes on offer. Work for the NHS and you'll be part of a great team delivering something really special.

Have a look around the **Health Careers website** to see what you could do. The NHS is growing and developing and there's never been a better time to join!

## 350 Careers, One NHS, Your Future

Take a careers quiz for ideas.

[www.healthcareers.nhs.uk/FindYourCareer](http://www.healthcareers.nhs.uk/FindYourCareer)

[www.stepintothenhs.nhs.uk/careers/take-the-test](http://www.stepintothenhs.nhs.uk/careers/take-the-test)

## Cogs in a huge wheel

***"Working for the NHS is the best decision I ever made. Where else can you be part of a service that interacts with almost 1.5 million patients every 24 hours? I really enjoy my job. I work with patients, and I rely on my colleagues behind the scenes. We are all cogs in a huge wheel and none of us is more important than the others. We're all here to make sure patients get the best service."***

**Lauren Jennings, Orthotist**

## Contact and social media

Call us on **0345 60 60 655** or email [advice@healthcareers.nhs.uk](mailto:advice@healthcareers.nhs.uk)

The socials: Insta [@healthcareers](https://www.instagram.com/healthcareers) Twitter [@HealthCareersUK](https://twitter.com/HealthCareersUK) Facebook [healthcareersuk](https://www.facebook.com/healthcareersuk)







# HELP YOUR CHILD SECURE THEIR APPRENTICESHIP JOB...

## With our brand new 'Find your own employer' initiative.

The end of the school year is fast approaching and it hasn't gone the way anyone has anticipated. You and your child may be feeling anxious and unsure as you consider 'what's next?'

Has your child considered approaching local businesses who are willing to employ enthusiastic apprentices like themselves? This a proactive way to approach this next stage in life and one that is sure to impress future employers.

## HOW WILL IT WORK?

### 1

Keep an ear out for local opportunities. Are there local employers they could approach? Are there friends or family they could work for or do you have any contacts who'd be willing to take on an apprentice?

Read our latest blog post for tips on finding an employer: [bit.do/find-employer](https://bit.do/find-employer).

### 2

Once they've found a willing employer, let us know.

Send us an email at [apprenticeships@qa.com](mailto:apprenticeships@qa.com) or call us on **0345 074 7825**.

### 3

We'll take it from here – we liaise with the employer, sort out paperwork and make sure everything is ready for their apprenticeship. We've placed over 25,000 learners over the past 10 years and provide full support along the way so they're in good hands.



QALtd



QA-Ltd



QALtd



QALimited



QA is offering £100 worth of Amazon vouchers to students who find their own employer.

# T-LEVELS

## THE NEXT LEVEL QUALIFICATION

In these uncertain times, a new career-led education, developed in partnership with employers, could prepare you for the future.

**S**tudents are facing times like never before, and now more than ever, a career-led education could increase your child's employability and prepare them for the future.

By choosing to study a T Level after GCSEs, a new technical qualification developed in partnership with employers, your child will get both classroom and workplace learning to prepare them for the working world.

### How do T Levels work?

T Levels are a brand-new, two-year technical qualification, designed in partnership with employers to equip students with the technical skills needed for work.

Your child will spend 80% of their time in the classroom, learning the theory and knowledge behind a chosen technical skill; and they will spend the other 20% at work putting these skills into action. The start of the course will begin with a core curriculum to give your child a good understanding of the subject overall, and they'll then be able to choose a specialism.

Choosing a T Level could be the start of an exciting career path. As well as giving the learner hands-on experience in industry, they will develop the knowledge and skills needed for progression straight into a skilled profession or into higher level technical training, such as apprenticeships or higher education. Alongside this, if your child hasn't yet achieved GCSE maths and English then they will also work towards this.

### Why choose a T Level?

**Extraordinary times call for extraordinary qualifications** – The world has changed drastically, and everyone is having to adapt to these ever-changing and uncertain times. Your child could be part of the first cohort of T Level students, giving them specialist technical skills when entering the workplace or higher education.

There are around 50 providers across the country offering T Levels this year, with more to come in the following years.

**Stepping stone into the working world** - Courses have been designed by employers to ensure students are learning the skills industries are looking for, improving employability.

Over 200 employers, from small, local businesses to large multinationals, are involved so your child can be confident they'll be learning the skills real employers need.

Your teenager will also get to know people in the industry which may open doors for employment in the future.

1. Experience the world of work – Try out a potential dream job whilst studying.
2. Qualifications that count – Nationally recognised certificate, equivalent to 3 A Levels. Counts towards UCAS points so your teenager can continue into higher education if desired.

### Subjects

Your child can still sign up to start in September 2020. There are three courses available:

#### EDUCATION + CHILDCARE

##### Core curriculum:

- Education system
- Child development
- Safeguarding
- Special educational needs

##### Choice of specialism:

- Early years education and childcare; assisting teaching
- Supporting and mentoring students in further and higher education

#### DIGITAL

##### Core curriculum:

- Digital marketplace and roles
- Data and digital systems
- Software and business
- Security
- Testing
- Planning
- Legal

##### Choice of specialism:

- Understanding user needs
- Designing and developing digital systems

#### CONSTRUCTION

##### Core curriculum:

- Construction industry
- Design
- Technology
- Sustainability

##### Choice of specialism:

- Building services design
- Civil engineering
- Hazardous materials analysis and surveying
- Surveying and design for construction and the built environment

#### In September 2021, these 7 new courses will be available:

- Building Services Engineering
- Digital Business Services
- Digital Support Services
- Health
- Healthcare Science
- Onsite Construction
- Science

Eventually, there will be 25 T Levels, which will be introduced over the following years. You can find the full list [here](#).

There are limited places available for September 2020, so don't wait. Help your child find their nearest T Level provider [here](#).



# Not going to uni: What are the options?



Has your teenager decided against going to uni? Are they wondering what to do instead? Whether your child is looking to avoid student debt, defer their place this year due to the COVID-19 pandemic or kick-start a career, remember there are no wrong routes.

Going to university isn't the only pathway.

---

***They don't have to follow the crowd but instead, make a decision based on what they want to do!***

## **Here are some alternatives for if your child has decided not to go to uni going**

### **Apprenticeships**

Is your child eager to enter the world of work? Is full-time study not for them? An apprenticeship could be the right route for your child's career goals. As an apprentice, learning is work-based combined with part-time study. Furthermore, during an apprenticeship, your child will gain work experience, in-demand skills and professional qualification.

There's a common misconception that apprenticeships are only for trades but this isn't true. Apprenticeships cover a range of job roles, for instance, midwifery, accounting, engineering, aviation, hair and beauty. There really is something for everyone!

Apply for apprenticeships on [careermap.co.uk](https://www.careermap.co.uk)

### **School Leaver Programmes**

School leaver programmes aren't all the same. They often vary depending on the employer and can last between three and seven years. Not going to uni and doing a school leaver programme instead is an excellent way for your child to gain qualifications while working and getting paid.

School leaver programmes are a popular choice for young people leaving school or college after GCSEs and A-Levels. They are offered across a wide range of industries, for instance, business administration, IT, retail and engineering.

## *It's time for your child to decide what's best for them!*

### Internships/Traineeships

Does your child want their CV to stand out from the crowd? Internships and traineeships are a great way to give your teenager's CV a boost. An internship and traineeship will enable them to gain practical work experience and training. In addition, they also provide vital work preparation skills and typically last between 6 weeks to 6 months.

Internships and traineeships are a popular choice and can lead to your child securing a job or apprenticeship.

### Volunteering

Volunteering is extremely rewarding, however, it's important for your child to take into consideration that they won't be paid as a volunteer but may get their expenses paid for. As a volunteer, your child will be making a positive difference in the lives of others. Your teenager could be volunteering abroad or at a charity. For instance, some charities your child could work for includes:

- Cancer Research
- Shelter
- British Heart Foundation
- Samaritans
- Oxfam

### Professional qualifications

Young people don't have to go to university to gain professional qualifications. Your child can improve their employability prospects by doing a course. This could be at college or online.

A course relevant to an industry they are keen to pursue a career in is a fantastic way to build knowledge and skills. Courses are offered part-time and full-time depending on personal preference.

## A Year Out

Has your child decided to take a break from education? Confused about what he/she wants to do? A gap year or having a year out is a great way for your child to take time out of education while they decide what it is they want to do next. If chosen wisely, it can be a very positive step forward. It can improve your child's future career prospects and chances of getting into university, if your teen decides later that's what they want to do.



A gap year can include travelling, volunteering, working in the UK or abroad. It's a way that your child can gain work experience or understanding of a new culture. A gap year also showcases independence and responsibility. Here are some organisations that can help:

**Plan My Gap Year | STA Travel | Gap 360 | Student Universe**

If your child is planning on travelling or working abroad, it's always best to check the government's foreign travel advice, to ensure it's safe to travel to that country. Another thing to take into consideration is whether it is advised to have any vaccinations prior to travelling and if it is, make sure you have them!

With the current coronavirus pandemic, make sure to do your homework on foreign travel and host countries' approach to safety. Check the Government website regularly for any updates to foreign travel advice:

**<https://www.gov.uk/foreign-travel-advice>**

Find out more about gap years here:

**<https://careermap.co.uk/how-to-plan-my-gap-year/>**

## NOT GOING TO UNI: the power is in your child's hands

Deciding what to do next after school or college can be daunting. In addition to this, your child may have the added pressure of their peers all knowing what they want to do but your child doesn't. Now your child knows what options are available to them outside of university, therefore, it's time for your child to decide what's best for them! They don't have to follow the crowd but instead, make a decision based on what they want to do!

Search for the perfect route for you!  
View alternatives to going to university on  
**[careermap.co.uk](https://careermap.co.uk)**





# CREATING FUTURES IN SPORT

**IS YOUR SON OR DAUGHTER LOOKING TO START THEIR JOURNEY TOWARDS A CAREER IN SPORT THIS SEPTEMBER?**

**ARE THEY UNSURE ON THEIR NEXT STEPS AFTER THEY'VE FINISHED SCHOOL?**

**ARE THEY PASSIONATE ABOUT SPORT?**

At SCL, learners can gain a Level 3 Qualification in Sport while training regularly with some of the very best coaches at their local sports club\*.

Your son or daughter can combine their lessons with weekly football training, allowing them to keep one eye on making it in the game while gaining a Level 3 Qualification in Sport.

SCL work in partnership with 70+ football, cricket and rugby clubs nationwide, allowing learners the chance to study and train in a real sports environment.

SCL are still accepting applications now for their full-time education and sports development programme, starting this September.

\* Subject to change, dependant on government guidance

**EDUCATION**



**SPORTS TRAINING**



**MATHS & ENGLISH**



**WORK EXPERIENCE**



**THE YOUTH DEVELOPMENT LEAGUE**



**CREATING FUTURES IN SPORT**



**A 2 YEAR FULL-TIME EDUCATION AND SPORTS DEVELOPMENT PROGRAMME**



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🌐 VISIT [WEARESCL.CO.UK/SCHOOL-LEAVERS](http://WEARESCL.CO.UK/SCHOOL-LEAVERS)  
@ EMAIL [REGISTERINTEREST@WEARESCL.CO.UK](mailto:REGISTERINTEREST@WEARESCL.CO.UK)  
📞 CALL 0345 644 5747

**LEVEL 2 OR LEVEL 3 QUALIFICATION IN SPORT**  
**70+ VENUES NATIONWIDE**  
**STARTING SEPTEMBER 2020**  
**NO TUITION FEES\***

\*Other costs apply

# IN THE NEWS...

## SCL INNOVATE TO EDUCATE

**IN UNPRECEDENTED TIMES, SCL FOUND THEMSELVES IN A POSITION WHERE THEIR ONLY CHOICE WAS TO 'INNOVATE TO EDUCATE'. THEY NEEDED TO ACCELERATE THEIR LEARNING INNOVATION STRATEGY TO ENSURE THAT THEIR LEARNERS' STUDIES WERE UNAFFECTED BY COVID.**

SCL were put in a position where their education centres were closing by the day. Moving quickly and working together, they rolled out their learning innovation plans six months earlier than originally planned; within just over a week everyone was up and running.

SCL is currently one of the largest directly funded private training providers in the UK who specialise in sports education. They are based nationwide, working in partnership with over 70 football, cricket and rugby clubs to help over 2500 young people gain a Level 3 qualification in sport every year.

Using Microsoft Teams in order to 'Innovate to educate', SCL launched a platform for their teaching, collaborative working and engagement of students.

As part of the roll out of the new virtual learning strategy all learners were issued bespoke timetables built around digital learning, with tutor sessions in the morning, followed by independent working in the afternoon and a catch up at the end of the day as a group.

Tutors had weekly digital 1-2-1s allowing learners regular contact time and access to regular support, learners could chat with the education team and any of their peers whenever they needed to ensure they did not feel remote or isolated.



**BESPOKE  
VIRTUAL  
LEARNING**



**MAINTAINING  
QUALITY AT THE  
HIGHEST LEVEL**

**2500  
STUDENTS**



**70+ VIRTUAL  
CLASSROOMS**

**100%  
RESILIENCE &  
DEDICATION**



**150+  
STAFF**



Putting the learner at the

**CENTRE**

“

**BRAD RUSHTON, MANAGING  
DIRECTOR AT SCL EDUCATION &  
TRAINING IS IMMENSELY PROUD  
OF HIS TEAMS AT SCL.**

The teams at SCL continued to work around the clock to ensure that learner's education and wellbeing was paramount at this time. Seeing the way that the teams at SCL reacted to the coronavirus challenge and used this as a catalyst for change to create positive outcomes for our learners has been incredible.

“

I would personally like to say 'Thank You' for all your hard work over the last few weeks.

It has been a huge transition from teaching in the classroom to being taught lessons online at home.

I have heard your delivery of some of the lessons online and would like to commend you on your passion, and constant support you give to your students. Nothing is too much trouble, and you are always willing to offer help and support where you can.

**PARENT**

“

**JULIE LAPPIN, HEAD OF  
CURRICULUM AND PERFORMANCE  
FOR THE UK HAS SEEN HER  
EDUCATION AND CURRICULUM  
TEAMS DELIVER POSITIVE RESULTS  
IN THE FACE OF ADVERSITY.**

What was important to us was our learners' wellbeing. By launching virtual learning combined with our learner wellbeing support strategy, we made sure that our learners were engaged and able to continue education whilst feeling happy and supported and most importantly, not isolated.

“

I love the online lessons because it keeps me productive and motivates me to get my work done, it's very important to me to get it done and this is the best way to do it. I also love that I stay in touch with everyone and do some sort of socialising.

**SCL STUDENT**



# About Apprenticeships

What you need to know as parents, carers or guardians

**D**eciding a career route can be extremely daunting for a young person, especially if they don't understand all the options available to them. Whether your child is a natural academic or prefers a more hands-on role - apprenticeships are a viable route. They give young people the opportunity to earn and learn without facing the potential burden of student debt.

Given the current economic climate, it is even more challenging for young people to decide what exactly it is that they want to do. Some students are choosing to defer their university place until things return to normality, whereas others are considering university as they are worried there aren't enough apprenticeship vacancies available. If this sounds like your child, try to encourage them to make a choice based on their career aspirations.

---

***There is no right or wrong career paths, only lessons to be learnt or a step closer to the right decision.***

As part of the Governments 'Plan for Jobs' scheme, businesses will receive £2,000 for each new apprentice they hire under 25 years old. This is on top of the £1,000 payment which the Government already offers. Rishi Sunak stated, "over 700,000 people are leaving education this year and many more are just starting out in their careers. Coronavirus has hit them hard. We cannot lose this generation."



Does your child want to go to university or do they want to avoid it altogether? What do they want to become? Apprenticeships are often overlooked as 'just for trades'. This couldn't be further from the truth. However, certain careers do require a degree and apprenticeships are not available in all occupations. For example, your child can become a nurse via the apprenticeship route, but they can't become a doctor.

There are hundreds of apprenticeship roles across just as many sectors. They're not just for those who received 'poor grades'. You might also be surprised to learn that there are apprenticeships at higher and degree level, meaning your child can secure a debt-free degree while getting work experience. Getting accepted onto a Degree Apprenticeship can be much more competitive than university places!

## What should parents know about apprenticeships?

Often, when young people turn to their parents, carers and guardians for career support, apprenticeships can be overlooked. This could be because of common misconceptions or old school views of what they are about. It is important to know that apprenticeships are offered across a wide range of sectors, from business to IT, health and social care plus many more.

In addition, it is not an either/or decision. Doing an apprenticeship does not mean you cannot go to university later. Often an apprenticeship offers industry specific qualifications that even graduates would need to gain.





## Next steps...

Make sure to subscribe to Careermag for School Leavers. We make it our mission to provide issues packed with case studies, Sector Spotlights and other content to help inspire and inform.

If your child is still unsure about whether to do an apprenticeship or go to university, don't worry. Your child can keep their options open and apply for both. This gives them time to reflect on which route is right for them.

Apply for opportunities at [www.careermag.co.uk](http://www.careermag.co.uk)

## FREQUENTLY ASKED QUESTIONS

### When can young people apply for apprenticeships?

Apprenticeship applications can fall at any time of the year. It all depends on the employer and their specific intake. However, employers typically fall into one of these categories:

#### An annual recruitment cycle

Large employers who offer higher and degree apprenticeships are most likely to use this approach. Each employer varies, however, normally they open up their applications from September to March with closing dates around October to May. Large employers offering degree and higher apprenticeships typically recruit well in advance to the apprenticeship start date. The apprenticeship start date is usually around early autumn which is a similar time to when students will be heading off to university.

It's worth remembering that some employers will close their vacancies before the deadline date if they fill their position. For this reason, it's best to apply as early as possible.

#### Immediate start recruitment

Companies looking for an intermediate or advanced apprenticeship and small employers typically use this approach. They recruit as and when they need an apprentice to start. Students looking for an apprenticeship should apply for these if they are immediately available to work full time.

#### Ongoing recruitment

Some employers choose to recruit on an ongoing basis. This means that they will accept applications at any time of the year, although there may not be anything available straight away. You might have to wait until a position comes up. This approach is likely to be used by larger employers.

### How much do apprenticeships pay?

The current minimum wage for an apprentice is £4.15. This applies to apprentices under the age of 19 or over the age of 19 and in their first year of the apprenticeship. If your child is aged 19 or over and has completed the first year of the apprenticeship then they will be paid the national minimum wage for their age. This is the minimum. Many employers pay more.

### If my child does an apprenticeship, will it affect my Child Benefit?

You'll stop receiving Child Benefits after your child turns 16 or on the 31st of August unless they continue approved education or training, but you *must* tell the Child Benefit Office. Be warned: currently, an apprenticeship is not considered as approved education or training, so if your child decides to do an apprenticeship you will *not* be entitled to receive financial support.





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MISSILE SYSTEMS

**MBDA**

FOR THE FUTURE

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INNOVATORS

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TEAM WORKERS

EXPLORERS

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IMPLEMENTORS

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INFLUENCERS

[www.mbdacareers.co.uk](http://www.mbdacareers.co.uk)



**THE SUNDAY TIMES**

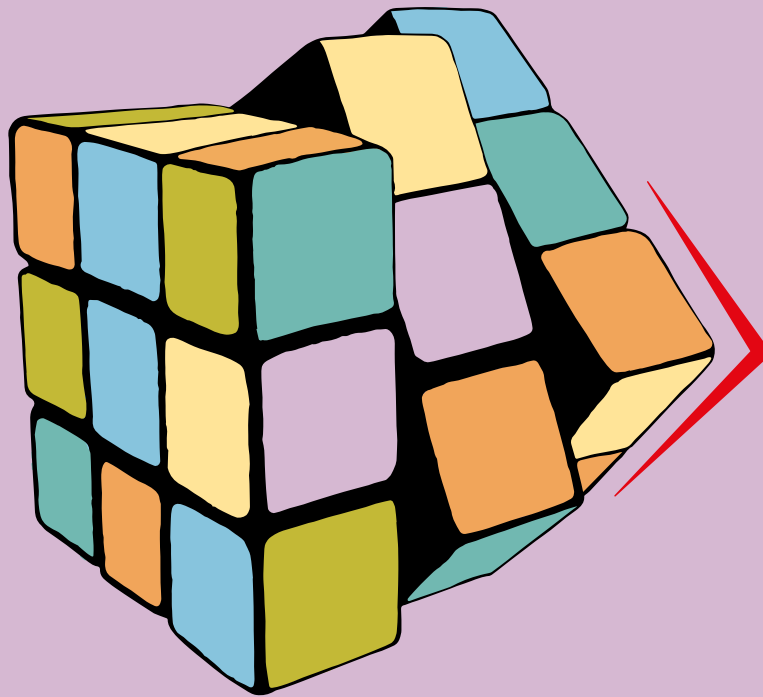
**25**  
**BEST BIG**  
**COMPANIES**  
TO WORK FOR  
**2019**

# TURE:

## PLACEMENT AND GRADUATE OPPORTUNITIES

We recruit into a variety of roles each year on our Intern and Graduate Programmes. If you are interested in exploring the future of Defence, have a passion for innovation or want to flex your team working skills to the max – have a look at our website for more information.





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Creating strategies. Unpicking puzzles. Finding answers.

There's a lot more to accountancy than just numbers.

It's a career that can take your child into pretty much any industry. And an ICAEW qualification is their way in.

So if they're unsure about their next step - problem solved.

**More than you'd imagine**

[icaew.com/parents](https://icaew.com/parents)



## SECTOR SPOTLIGHT

# Careers in Business



## Climb the corporate ladder

Despite the COVID-19 pandemic, the business sector is proving to be crucial to stabilising the impact of what is now being considered the 'new normal'.

A career in the fast-moving world of business is definitely a good career to consider as it offers a wide range of progression and growth opportunities. Although most industries have been impacted by the pandemic, the business sector is recovering and should continue to prove a rewarding and exciting career opportunity for young people.

**T**he business sector relates to a broad range of opportunities and continues to rapidly grow. All organisations need business staff whether they are big or small. In short, it's the backbone of a company ensuring that a company remains profitable. Most companies hire business professionals - from engineering to law and healthcare, but also a whole host of types of jobs across all industries. Breaking into the business world offers unrivalled opportunities to support an organisation in its mission. Is your child a born leader? Fast thinker? Natural problem solver? If so, a career in business could be right up their street!



# About Business

## What can I do?

Whether your child's career goal is to work their way up to a business management position or to forge a career in HR or consultancy, a career in this sector presents a broad range of opportunities. In fact, there are too many to cover them all so we've compiled a list of the most popular routes among young people. These include:

**Business management** - Business managers have a diverse range of responsibilities. From overseeing operations to managing budgets and training new employees - this career screams variety! Typically, business managers also provide assistance across other departments to increase productivity.

Professionals in this area normally work on average 38 hours per week and can earn up to £48,880. There is also plenty of room for progression with a projected growth of 7.2% over the period to 2027. During the same period, it is expected that 56.9% of the workforce will retire, combining the two together, this will create around an estimated 135,000 jobs by 2027!

**Sales** - Working in sales will see your child sell products and services using methods of persuasion to prospective customers. From analysing the cost-benefit of a product and service to building lasting relationships with potential clients.

Sales professionals often work a 40 hour week and receive an annual salary of £23,920. However, it's worth taking into consideration that this can be much higher, as most businesses pay added commission! Although a career in sales is expected to contract by -5.1% by 2027, in the same period, a large majority of the workforce is projected to retire (60.5%). This will, in turn, create around 137,000 job openings.

**Marketing** - Marketing is all about getting the word out about a product or service. There are many different avenues to marketing,

from digital and social marketing to relationship marketing, each effort will contribute towards increasing sales, revenues and profits through innovation and insights. Marketing professionals are responsible for creating awareness of a brand, product or service, building relationships with the target market, creating campaigns, advertising and marketing plans and schedules.

Marketing experts typically work a 38 hour week and receive an annual salary of £32,760. It has a projected growth of 7.5% by 2027 with just over half of the workforce (51%) expected to retire in the same period. This in total is expected to create nearly 115,000 job openings.

**Human resources** - Human resource professionals are responsible for the implementation of staff policies, training needs, inductions, as well as staff

recruitment and retention. They often need to work closely with a range of departments, promote diversity and inclusion, review staff performance and put health and safety policies in place. Other job roles of HR include recruiting staff, interviewing candidates, preparing staff handbooks and inductions, reviewing salaries, advising on employment law and dealing with disciplinary procedures.

Human resource professionals typically work 38 hours per week and get paid £22,360 per year, however, as your child progresses this can be significantly higher. The workforce is expected to contract by -5.9% by 2027, however, 67.5% of the workforce is projected to retire. Combine the two and this is expected to result in 29,600 job openings.

Stats provided by Careermap's Careerometer:  
<https://careermap.co.uk/careerometer/>  
powered by LMI for All



*In 2019, there were 5.9 million private sector businesses in the UK, up by 200,000 compared to 2018* Source: Business statistics - UK Parliament



## Skills

To succeed in business, there are a number of skills which will be required, surprisingly your child will likely already have some of these skills without even realising it!

Transferable skills are the most important set to have in business as they are broad and can be gained through both work and personal experiences. These skills don't specifically relate to any set sector and can be transferred across all industries. If your child doesn't have any work experience, not to worry, they have more than likely developed a transferable skill set during school and college too!

Transferable skills include:

**Team work** - Does your child play a team sport?

**Working to a deadline** - Has your child had to complete an assignment in school or college to a deadline?

**Communication skills** - Has your child needed to present verbally to the class? Or used written communication to complete an English assignment?

**Problem solving** - Has your teenager solved a challenging algebra equation in maths?



There are just a few examples of transferable skills and don't worry if your child doesn't possess all of these, during training they will continue to develop their abilities and gain confidence in their work. Business skills that your child can gain as they go along include:

- Decision making
- Leadership/management
- Organisational skills
- Budgeting
- Analytical skills
- Flexibility
- Motivation



## Case Study - NHS Professionals (NHSP)

**Enesty, Kelly and Tom are three of NHS Professionals (NHSP) Business Administration apprentices who commenced their studies 15 months ago through Riverside Training and are currently preparing to complete their End Point Assessment.**



As someone who didn't enjoy the classroom environment, Kelly was pleased to find that an apprenticeship allowed her to learn in new and different ways. Working as a Clinical Governance Administrator, she now understands more about the running of NHSP and organisations in general, after learning about stakeholders and regulations. Feeling more confident than ever, Kelly is looking forward to using her newly gained knowledge and skills to aid career progression.

Enesty applied for her apprenticeship at NHSP after finding many job vacancies required significant work experience and qualifications. While working as a Compliance Coordinator, ensuring that healthcare professionals can legally work, the apprenticeship has enabled Enesty to successfully investigate and manage an improvement project, presenting this back to her tutor for an assessment. Enesty's apprenticeship project has streamlined a key process, illustrating the positive impact which apprenticeships have for many, not just the individual.

Tom enrolled on an apprenticeship to ensure continued learning and development whilst working in a business environment. He believes that the learning gained from the apprenticeship has significantly benefitted his practice as a Clinical Governance Administrator at NHSP, using the knowledge and organisational skills gained to enhance his efficiency and professionalism when managing incoming queries. The apprenticeship has been vital in Tom's development and he would recommend this route for anyone wanting to learn without full-time education.

Having almost completed their apprenticeships, all three have gained a wealth of knowledge and transferable skills which they use on a daily basis. We are thrilled to have them with us at NHSP and can't wait to see where their careers take them next!



<https://www.nhsprofessionals.nhs.uk/>

**Professionals**



## Pathways & qualifications

Think a degree is the only route to a career in business? You might want to rethink! Although it is true that many people working within business have a degree, it's certainly not the only way. There are lots of career pathways for your child to secure a business position.

### Vocational qualifications:

Relevant NVQ and BTEC programmes include:

- Business Support Technical
- Marketing
- Enterprise and Entrepreneurship
- Business and the economic environment

This is not an exhaustive list but gives you and your teenager an indication of the routes available. Don't forget: BTECs etc. can also pave the way for a degree.

There is also a diverse range of business qualifications your child can do without having to go to university. Many can be done part-time, which means your child can work and study. Have a look at the following organisations:

CMI (Chartered Management Institute)  
CIM (Chartered Institute of Marketing)  
CIPD (Chartered Institute of Personnel and Development)

Other areas include accountancy. Read more here: <https://careermap.co.uk/accountancy-finance/>

### Apprenticeships

The level of Apprenticeship available varies slightly depending on the part of the sector your child enters. Broadly, though, there are four levels:

**Level Two (Intermediate)** – equivalent to GCSEs / Standard Grades  
**Level Three (Advanced)** – equivalent to A Levels / Highers  
**Level Four / Five (Higher)** – equivalent to Foundation Degree / Advanced Highers  
**Level Six / Seven (Degree)** – equivalent to Bachelor's or master's degree

The apprenticeship position your child takes will depend on the type of experience they'll gain. Some positions will focus on one area such as digital marketing, whereas others may give the opportunity to work



across different areas within the business such as HR, sales, finance and so on. These can be job role specific or related to their chosen industry/sector.

Higher apprenticeships and degree apprenticeships require your child to work as a paid employee at an organisation while studying part-time for their qualification. There's no need to worry about course fees as the employer pays for them.

To have the opportunity of attaining a position a higher business apprenticeship or degree apprenticeship your teen will need at least 5 GCSEs between the grades of A\*-C. These will also need to include maths and English as well as 2-3 A levels or the equivalent. Some of the UK's biggest firms – including BBC, BDO, and PwC – offer Apprenticeships, but you'll find that small to medium-sized enterprises (often referred to as 'SMEs') offer them too.

Check out our website to see what is currently available near you:  
[www.careermap.co.uk](http://www.careermap.co.uk)

### A Levels, Highers and Bachelors Degrees

Useful A Levels / Scottish Highers might include:

- English
- Maths
- Economics
- Business Studies/business management

Does your child already know that they want to go to university? Head to UCAS and find out what qualifications you'll need for the course that interests you. There are hundreds of variations and combinations, so look carefully for the right one for you.

Degree programmes include:

- Entrepreneurship
- Marketing
- International Business
- Business Management
- Business Economics
- Business and Law
- Human Resource Management

***In 2019, there were 2.4 million more businesses than in 2000, an increase of 69% over the whole period***

Source: Business statistics - UK Parliament

### More info

If your child wants to find out more about working in business then there are lots of useful websites, check out:

- **UCAS**
- **NCFE**
- **Chartered Management Institute**

To apply for an apprenticeship or course in business, your child can visit: [careermap.co.uk](http://careermap.co.uk)



# Supporting Equality, Diversity & Inclusion

## Naila Bibi

**HR Apprentice at Aspire Housing and Asian Apprenticeship Award Winner**

I was absolutely over the moon when I won two awards on the night! It's opened up many great opportunities and has really lifted my confidence. I have met so many inspiring people since winning the awards who have really pushed me to do my best.

I've been out to local schools talking to Year 10 and 11 pupils about interview skills and about apprenticeships. PM Training also asked me to be their ambassador for Staffordshire leading me to speak at many events in front of employers, something I never thought I would be able to do!

I also had an amazing opportunity to work with the BBC in London. The Asian Apprenticeship Awards do an amazing job at recognizing the young British Asians who are doing apprenticeships.



## Ryan Kenny

**"My confidence has shot through the roof after taking a BTEC"**

Ryan Kenny took a BTEC in Information Technology and now travels the globe for Stanley Black and Decker as an IT Manager:

"BTEC has been crucial for preparing me for the career I have - and my career aspirations for the future."

"It's given me the confidence, the knowledge and the experience to take what I've learned and apply it. I'm holding meetings and conference calls with people who have 15 years in the industry. I'd like to be a Chief Information Officer by the time I'm 30."

**Stanley  
Black &  
Decker**



## Ahmed Munshi

**BAE SYSTEMS**

A project management apprentice and student mentor who defied his family's wish for him to go to university.

Ahmed says, "The apprenticeship has enabled me to improve my personal qualities, to be a more well-rounded individual, not simply from an occupation perspective. BAE Systems has helped me to become socially conscious, participating in activities that go beyond my day-to-day work life." "I strongly believe a person should wake up in the morning with two feet on the ground and feel that they are making a difference to someone's life."

Find out more at [www.baesystems.com](http://www.baesystems.com)

**BAE SYSTEMS**



## Ella

### IBM – DO YOUR BEST WORK EVER

Apprenticeships at IBM are all about picking up skills for the workplace and embarking on a long and successful career. We have your child's professional development in mind from the day they join us as a permanent employee.

We asked Ella what hints and tips she would pass on to a student about the IBM recruitment process. She replied, "Preparation is essential! Throughout the recruitment process you will be asked to give a lot of examples where you have shown key skills and values, so make sure to think beforehand of where you have demonstrated certain attributes that would bring value to IBM."

Find out more at [www.ibm.com](http://www.ibm.com)

  @IBMCareersUKI



## Tolu Egberongbe

### CITB - ENGINEERING A NEW CAREER IN CONSTRUCTION

#### Tolu Egberongbe, Student at London Design and Engineering UTC

A career in construction was not always the plan for me. However, when studying at college, I realised that I had a skill in 3D modelling and design. I began to explore 3D modelling career opportunities which led me into a career in construction. Even though I had the motivation and passion for 3D modelling, it is extremely difficult to find a direct route into it as it is such a specialist role.

My passion for engineering began at home; whenever my dad had anything to fix, I always assisted him. I became a person who was able to learn hands-on, and the constant exposure to fixing things myself rather than having others fix them for me became my motivation to become an engineer. Without this, I would not have been able to explore the different careers available and would have gone down a more traditional path. Engineering allows me to demonstrate the creativity and innovation that I wish to show everyone.

Look for the role for you:  
[goconstruct.org/roles-in-construction](http://goconstruct.org/roles-in-construction)



## Samiul Choudhury

### Senior Technical Officer (STO) at Network Rail's London Bridge Depot.

After completing A levels in Maths, Physics and Art he was in two minds about university or going straight into work. He applied for an apprenticeship and has never looked back: "I would 110% recommend the apprenticeship route. A lot of people go to uni due to family pressures, or just having something to do. But they may still face a tough time getting a job after graduation. With an apprenticeship, from day one you are being tailored and mentored for a future role within the company. They invest money in you, send you on training courses and you are continually learning on the job – preparing you for a permanent position after completing the scheme. I also feel that there is no wasted time - everything you are taught is something you will apply at some point in the future'.

Find out more at  
[www.networkrail.co.uk/apprenticeships](http://www.networkrail.co.uk/apprenticeships)



Find out more about supporting equality, diversity & inclusion at [Careermap.co.uk](http://Careermap.co.uk)



# UCAS Clearing 2020

## What Your Child Needs to Know

UCAS Clearing is a process that allocates unfilled university places to students without any offers.

**W**hatever your child's reason for considering Clearing, it is an ideal way for your child to find a university or course place. Whether they didn't get the grades required, weren't planning on going to uni, had no previous offers or your child is now interested in a different course - these are all valid reasons to enter Clearing.

### When does Clearing open?

UCAS Clearing officially opens on Monday 6th July 2020. If your child already has their results, they can enter the clearing UCAS application process. If not, your child will be able to enter Clearing on A Level results day (4 August in Scotland, Thursday 13 August in the rest of the UK). Your child can apply to UCAS Clearing up until the deadline, which is the 23rd October 2020.

### How to use UCAS Clearing

Make sure your child has their Clearing number and UCAS ID to hand before ringing universities (all that info is available on UCAS Track, which is the application tracking system developed by UCAS).

Make a list of all the universities and Clearing vacancies which appear of interest and put them in order of highest priority. If they do wish to find a new opportunity it helps to be organised. Higher ranked university places can fill up extremely quickly so your child should start working down the list and call universities asap.

If your child hasn't applied to university already, they will first need to submit an application. Once this has been done UCAS will send out a starter pack which will include crucial details of how to log on to Track. Your child will also receive a Clearing number as well as advice on searching for vacancies, how to contact universities and how to add the course in Track. After that, your child will need to follow exactly the same process as above for each vacancy.

Unis will let your child know what they have available and if they're willing to make you an informal offer. Your child can then go away and think about it. Once they've made their mind up, contact the uni and accept the offer.

## Top Tips

**John Morrison, MA Guidance and Professional Studies, is a Career Adviser at Aquinas College who supports students on A Level/BTEC Results Day when they are seeking university courses through UCAS Clearing.**

John says, 'students have clearly benefited from using the careers service during this time. Your child may be on the phone for some time as they contact universities, so ensure they're drinking water and eating nice things such as pieces of fruit in order to keep them alert.

Your child may have to answer some questions from the University's Admissions or academic department of the course they're applying for. Your child should have the university course profile website page open and their personal statement handy to help them focus on why they want to study the course.

It can be a stressful day with having to make quick decisions. Your child should talk to someone about their options. It's definitely advisable to use a careers service to support finding the right course for your child. Your child should also find out in advance how their careers service plans to support students on results day, especially if your child is unable to go into your College/School on the day.

If your child is successful in gaining an offer from a university, make sure they can access some form of evidence of this offer, possibly asking the University Clearing Team for a confirmation email on the day..

You child should regularly check Track for the feature 'Add Clearing Choice', once you are eligible this option will appear on the Track Choices screen. Adding the course to Track means you've accepted the offer, and they'll send you a confirmation. Don't forget: you can only have one Clearing choice at a time so pick wisely.

**And that's it! Off to uni! Time to start investigating student finances and looking forward to the road ahead.**

# UCAS Adjustment 2020

UCAS Adjustment gives students the opportunity to swap universities or courses. You shouldn't get this mixed up with Clearing. UCAS Adjustment differs from Clearing as it is open to students who meet and exceed their predicted A Level results across all subjects and now meet other universities' entry requirements.

**F**or example, if your child is predicted ABB but receives AAB, they will then be able to apply through UCAS Adjustment. However, it's worth taking into consideration that they will need to meet or exceed all predicted grades. For example, if your child is predicted an A in Chemistry but gets a B on Results Day then they won't be able to enter Adjustment.

*When considering Adjustment, ask your child: if you knew you were going to get the grades you've received, would you still have picked this university or course?*

## How Does Adjustment Work?

To begin Adjustment your child will need to register through Track. They will have five 24-hour slots to use. This is normally from the time when your teenager's 'conditional firm' changes to an 'unconditional firm' on Track.

Your child will need to use the search tool in UCAS to find out other/different course details as there is no vacancy list. They will then need to contact the universities admissions office and give them their UCAS ID and explain that they are applying through Adjustment. The uni will then check to ensure your child met or exceeded their predicted grades and they might offer them a place.

## When Does Adjustment Open?

Adjustment opens on A Level Results Day, which is the 13th August 2020. It will then close on the 31st August 2020. Although it can be competitive applying for an Adjustment course, remember that other students may not have met their entry requirements to be accepted on the course, thereby creating places.

If your child doesn't find anything they prefer through Adjustment then don't worry, your child will only lose their UF (firm acceptance) choice if they confirm that they would like to go elsewhere.

## Top Tips for Applying Through Adjustment

**There are lots of things to take into account when considering applying for a new course or university through Adjustment. Sue Edwards, who is the Careers Widening Participation Manager at Lancaster University shares the following tips:**

### Ready!

**Plan:** Before Results Day- get your child to think about the universities that they took off their list because the grade requirements were higher than their predicted grades. Create a new list of possible universities and courses they might be interested in – include university phone numbers and course codes to make it easier on the day.

### Steady!

**Don't do it alone:** encourage your child to use the support of others who can help look at the decisions they have objectively e.g. Friends, family or college careers team.

**Research:** get your child to write a check list of questions they want to ask to be sure that the university and the course are right e.g. ask about course content, the range of support services (including careers team!) accommodation, extra-curricular opportunities and anything else that is important to the university experience.

**Prepare:** for possible interviews, your child should revisit their personal statement- just in case they are invited to chat with an admissions tutor for the course over the phone.

### Go!

**Make contact:** ring the universities in order of preference. Consider having two phone lines available in case your child is on hold for a while.

**Don't Rush:** Your child can hold multiple verbal offers, encourage them to discuss their options with others. The careers team will be especially useful.

**Keep calm:** Your child is in a great position. They have to do what is right for them. If they have achieved the grades for their dream course and there are no places available this year- your child can consider taking a year out and applying for entry in 2021.



# Exam Results Day, COVID-19 & Your Child's Mental Health

Our friends at YoungMinds give reassuring advice on how to support young people who are coping with unprecedented stresses due to coronavirus on top of an already stressful time.



**F**or many young people, receiving exam results can be a stressful and anxious time. The lack of structure and sense of control over their education in recent months has introduced increased levels of anxiety and stress as we approach Results Day, particularly with exams being cancelled.

The Covid-19 pandemic is the biggest health crisis for generations. In our recent survey with parents, 67% said they are concerned about the long-term impact of the coronavirus on their child's mental health. And for many young people, what happens now may have a lasting impact on them, for years to come - whether that's because of traumatic experiences at home, the pressures of isolation, or uncertainty about their education and their future.

On our parents helpline we often hear from parents around this time with concerns about their child's emotions and behaviour, anxiety about going to university or their plans for the future. You might notice that your child is behaving differently than normal leading up to getting their results, whether they become withdrawn or loud or exhilarated.

As a parent or carer, it's important to keep calm and let your child know you love them, no matter what their results are. It might help to reflect back how they're probably feeling, such as saying: I can tell you're worried, that's perfectly understandable. Let them know you're there to talk if or when they want to.

For more advice on how to support your child on Results Day, have a look at our **Parents Guide To Support A-Z**, or you can call our helpline on 0808 802 5544.

*This article was created by Deirdre Kehoe, Director of Training and Services at YoungMinds.*

**YOUNGmINDS**  
fighting for young people's mental health

It might also benefit them to keep busy and distracted if they're feeling worried by planning activities that can help them relax like days out, watching a film or going shopping. When the results come out, those who have received the results they were hoping for tend to express their relief and joy in the usual way, with celebrations and preparations for the next stage in their lives.

Those who are disappointed with their results can feel scared about the future and embarrassed to face their friends and family. This is partnered with feelings of anger, isolation and hopelessness. They can dwell on the disappointment, feel uncertain about what to do next, refuse to talk to others and display extreme behaviour. But on the other end of the scale - after a deep breath - they can decide to move on and focus on creating another plan.

All these feelings could result in every type of behaviour. If you're worried about your child - either they are displaying concerning behaviour that isn't alleviated within a reasonable time or they are very anxious about moving away from home or starting sixth form - here are some things that can help:

1. Keep calm, especially when your young person's anticipation is turning into worry or even panic.
2. Accept their feelings, whatever they are - disappointment, anger, embarrassment, bravado. Their feelings are neither right nor wrong, they just are. Don't offer immediate judgement, or solutions, or even reassurance - there will be plenty of time for conversations later.
3. Reflect back how they are feeling to show you have understood, for example, "I can see you're disappointed with the Maths result."
4. Let them know you love them through highs and lows. Big hugs are good (although probably very embarrassing in public).
5. Show you're on their side - it could be something small like getting their favourite snack.
6. Give yourself some breathing space and time to reflect.
7. Ask the school to help your child explore any possible next steps, such as re-takes, re-marking or alternative courses.
8. If your child is disappointed with their results, they might also be embarrassed. Agree with your child how they want their results discussed with family and friends, if at all.



## SECTOR SPOTLIGHT



# Getting into music by going to uni



University is a great way to start a career in music! UK Music represents the commercial music industry and works closely with Music Academic Partnership (MAP) members who are developing the next generation.

**M**any university lecturers will have come from a music background and most will still be involved with the music industry in some way. Leeds Beckett University & Music:Leeds is a great example of such links between industry and academia at a local level and the potential opportunities it can create for students.

Samuel Nicholls, or whiskas as he is mainly known in the music industry, is a Senior Lecturer in Music at Leeds Beckett University, founding the BA Music Industries Management course and the founder & director of Music:Leeds.

Previously, whiskas ran a music venue and live promotions company, founded the Dance To The Radio record label and was guitarist in the band ¡Forward, Russia!, signed to Mute / EMI Records in North America as well self-releasing in Europe, achieving two UK Top 40 singles.

Whiskas runs Music:Leeds which employs Emily Marlow who cut her teeth in the music industry at a young age, organising her first gig at 15! She has since managed an independent music venue and worked as the Festival Press Assistant at I Like Press, with clients including Live at Leeds, Slam Dunk and Leeds Indie Food.

Now a freelance events and project coordinator, Emily is part of a number of teams, including Music:Leeds. Here she produces events to support people in music locally, including the Launchpad Conference, workshops, gigs and one-to-one advice sessions. Emily is also a Diversity Project Co-ordinator at Come Play With Me, where she works to platform women, people of marginalised genders and LGBTQIA+ artists and promoters.

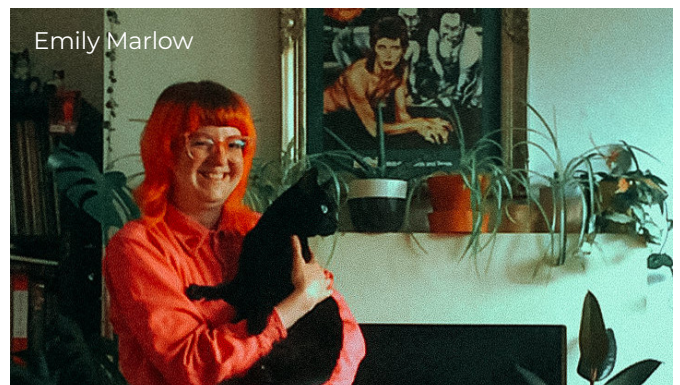
Emily is one of the founding members of Girl Gang Leeds, a non-profit, which creates fun, safe and empowering spaces for women and people of marginalised genders. Together the team runs a range of events such as gigs, open decks, exhibitions, meet-ups, talks, screenings and markets.

Emily said: "At university I studied for a BA (Hons) in Human Geography. I'm grateful for my course as it helped me become a better critical thinker and set me up for the work I'm now doing, in fact I wrote my dissertation on Leeds' thriving music community! "Through my current roles I now get to support that same creative scene. I find it so fulfilling providing a platform and helping to develop some of the amazingly talented people we have in our area."

Samuel Nicholls



Emily Marlow



## Find out more

Music:Leeds is supported by Leeds 2023, Leeds City Council, Youth Music, with public funding from the National Lottery through Arts Council England and as a PRS Foundation Talent Development Partner: <https://www.musicleeds.com/team>

Learn more about UK Music's MAP members here <https://www.ukmusic.org/skills-academy/music-academic-partnership/>

Learn about other career routes that UK Music's Outstanding MAP Graduates have taken here: <https://www.ukmusic.org/skills-academy/music-academic-partnership/outstanding-map-graduate-contribution-to-music-award-2019/>





## SECTOR SPOTLIGHT



# A BRITs Apprenticeship

Apprenticeships can be found across the UK in many different areas of the music business. They're good for business and the apprentice with latest figures showing 93% of completers in work and 76% in full-time employment.

**The BPI** champions the UK's recorded music industry, safeguarding the rights of its members and of the artists, performers and label members of collecting body **PPL**. The BPI's membership accounts for 85 per cent of legitimate domestic music consumption and 1 in 9 albums sold around the world. The BPI promotes British music overseas through its trade missions and the Music Exports Growth Scheme. It provides insights, training and networking with its free masterclasses, Innovation Hub, Insight Sessions, member events, and reports. The BPI administers The BRIT Certified Awards, co-owns The Official Charts, organises The BRIT Awards and BRITs Week, and is also home to The Mercury Prize.

As part of its commitment to ensuring a diverse and representative workforce the BPI, through its charity arm, **The BRIT Trust** sponsors up to 10 apprentice places at its member companies each year.

The BRITs Apprentice Scheme is a paid opportunity to work at an independent record label or music company where the apprentice can learn about the recorded music industry, receive practical 'hands-on' experience, develop relevant skills, and make contacts.

Aashi Gahlot is Junior Content producer Apprentice at Asian Arts Agency in Bristol who are dedicated to developing, promoting and supporting South Asian Arts across the UK and internationally. Aashi said:

*"From the very first day we had the opportunity to meet inspirational figures from the music industry. To hear their experiences and knowledge is invaluable to anyone wanting to do their best and the Scheme provides this support."*

*"I am really excited to be a part of the Apprentice Scheme. I love South Asian music. Having the chance to work and learn with Asian Arts Agency means I will be getting first-hand experience on what it takes to be one of the leading South Asian music agencies in the UK, who are dedicated to developing, promoting and supporting South Asian Arts."*

*"I aspire to gain skills in content production, artist management and insights into how the industry works. The BPI and DiVA have an inspired vision to help young people to live what they love to do. I found them supportive and inspiring. Amazing things happen when people believe in people!"*



Aashi Gahlot

*"The most important thing I've learnt on my apprenticeship is the importance of being myself. Through being myself, I am able to engage authentically with both my work and colleagues. My apprenticeship is helping me flourish both professionally and personally."*

Arit Eminue CEO of DiVA said: *"Talent is the biggest commodity to any business, especially in a challenging market, and apprenticeships are a win-win for both the employee and employer. Employers have a skilled workforce to drive their business forward and employees, at any stage of their career, have the opportunity to update their skills, knowledge and experience, ultimately increasing their earning potential."*



Arit Eminue

UK Music is working on some all-new music apprenticeships for music studios, record labels & music publishers and music instrument shops & rentals so keep your eyes peeled!!

## Want to know more?

Go to <https://www.bpi.co.uk/news-analysis/new-brits-apprentice-scheme-launches/> to find out more about The BRITs Apprentice Scheme.

**DiVA** is an award-winning recruitment and training organisation specialising in creative, business and leadership apprenticeships in the entertainment sector. They have supported hundreds of people get in and get ahead in companies such as Sony Music, PPL, PRS, Universal Music, Warner Music, UK Music, Dawbell, the BBC, Warner Bros and a host of other well-known media brands. DiVA partnered with the BPI and BRIT Trust in the development and delivery of the BRITs Apprenticeship Programme.

Check out **UK Music's Careers Pack** for specific advice on apprenticeships in each area of the UK.



## SECTOR SPOTLIGHT

# A voice from the music industry

Jack Williamson has been in the music industry for nearly 20 years. In 2017 he moved into working on mental health. Here he talks to UK Music about his recent tour with Lewis Capaldi and gives some advice on working in music.



Jack Williamson

## You've just been on tour with Lewis Capaldi – could you tell us a bit about that? What were you doing and how was the tour?

Lewis's manager Ryan approached me over a year ago to discuss ways to support fans' mental health during concerts. We partnered to launch the LIVELIVE initiative which supports concert goers in a variety of ways, from helping answer general enquiries on anxiety and mental health, mental health professionals to help work through panic and anxiety attacks, a safe space to deal with social anxiety and overwhelm, a buddy system to help people who are attending on their own and more.

## What got you interested in this particular area of work?

I had been working in the industry for 14 years and was working in international marketing when my brother died as a result of suicide. It made me reassess what I wanted to do with my life and career, and having been fortunate enough to work with a wide range of artists and at a variety of companies, I saw the real and present need to support and promote the mental agility and emotional resilience within people, to help them operate at their best, overcome issues they are facing and work through not only the hard times but the good times too.

## How did you get into the industry?

I started my career as a student studying Music Business Management, but I knew from the age of 11 that I wanted to work in the music industry. I set out to forge as many relationships as I could whilst studying. Alongside my studies I did internships and placements at MTV, Sony and my first internship was with Connie Filippello who did the PR for Mariah Carey, George Michael and Versace.

This allowed me to build up my CV to a point where I had a good level of experience to compliment my degree. Within 4 days of finishing university, I had got a position in marketing at Sony.

## What's your career path been?

My career path has been wide and varied, I started in PR, worked in promotions (TV) then moved into domestic marketing (at Sony and Universal) then into international marketing at EMI, I then went into artist management working in the US and UK, before returning to do international marketing at Sony and then with the former chairman of Warners. Now I've set up my own company Music & You to support the mental health and well-being of artists and the music industry.

## What advice would you give someone looking to move into the industry?

My main piece of advice would be to keep an open mind. A job opportunity in PR lead me to MTV which lead me to Sony. Entry points come from different angles and this industry is built on relationships, so the more people you know, the better placed you are for opportunities to come your way.

Explore different roles as career opportunities to create a portfolio career, and be open to different areas as it can help enhance your core offering and provide different skillsets that can be transferable to what you are looking to do.

## Find out more

Jack has worked with the MPA on their recent Wellness Webinars. The MPA Group represents over 95% of UK song-rights, via 200 music publishers alongside 22 thousand MCPs songwriters. Further information on music publishing careers, the work of the MPA and future Wellness Webinars can be found at [mpaonline.org.uk](http://mpaonline.org.uk).

To discover more about the MPA's NXT-Gen Membership for young professionals, which offers access to publishing communities, networking events and career-building resources, please follow this [link](#)